



CITY OF HAYWARD
AGENDA REPORT

AGENDA DATE 06/01/99

AGENDA ITEM 5

WORK SESSION ITEM

TO: Mayor and City Council

FROM: Acting Personnel Director

SUBJECT: Resolutions Pertaining to Wages and Benefits for Hayward Association of Management Employees

RECOMMENDATION:

It is recommended that the City Council adopt the attached resolutions pertaining to the labor agreement with the Hayward Association of Management Employees effective January 1, 1999 regarding wages, benefits and other terms and conditions of employment.

BACKGROUND:

City negotiators have reached a tentative settlement for an 18-month agreement with the Hayward Association of Management Employees which represents sixty-seven management positions. The principle economic components include a general wage increase of 3% effective January 1, 1999; 1 ½% effective January 1, 2000; special adjustments for a few additional classifications; and increases in the City's retiree medical contribution from \$205 to \$215 per month in 1999 and to \$226 per month in the year 2000. Total cost for fiscal year 1999-00 is approximately \$155,000.

Due to the length of the MOU, it is not attached. However, a copy of the document is available for review in the City Clerk's Office.

The Public Employee Retirement System requires a separate resolution of authorization prior to implementing changes to retiree medical premium amounts. The attached resolution allows the City and PERS to carry out this provision.

Recommended by:

A handwritten signature in cursive script, reading "Marsha Lang-Collins".

Marsha Lang-Collins, Acting Personnel Director

Approved by:

A handwritten signature in cursive script, reading "Jesús Armas".

Jesús Armas, City Manager

DRAFT

ADP 5/27/99.

HAYWARD CITY COUNCIL

RESOLUTION NO. _____

Introduced by Council Member _____

**RESOLUTION ACCEPTING MEMORANDUM OF UNDER-
STANDING BETWEEN THE CITY OF HAYWARD AND
THE HAYWARD ASSOCIATION OF MANAGEMENT
EMPLOYEES**

BE IT RESOLVED by the City Council of the City of Hayward that the Council does hereby approve that certain Memorandum of Understanding for the period January 1, 1999, through June 30, 2000, between the City of Hayward and the Hayward Association of Management Employees, a copy of which is on file in the office of the City Clerk.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 1999

ADOPTED BY THE FOLLOWING VOTE:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward

DRAFT

10/5/99

HAYWARD CITY COUNCIL

RESOLUTION NO. _____

Introduced by Council Member _____

**RESOLUTION ADJUSTING EMPLOYER CONTRIBUTION
FOR SUBJECT MEMBERS OF THE HAYWARD
ASSOCIATION OF MANAGEMENT EMPLOYEES (HAME)
COVERED UNDER THE PUBLIC EMPLOYEES' MEDICAL
AND HOSPITAL CARE ACT**

WHEREAS, Government Code section 22825.6 provides that a local agency contracting under the Public Employees' Medical and Hospital Care Act shall fix the amount of the employer's contribution at an amount not less than the required amount number section 22825 of the act; and

WHEREAS, the City of Hayward has negotiated with representatives of the Hayward Association of Management Employees (HAME) an increase in the monthly employer contribution towards the cost of members' and annuitants' enrollment in a health benefits plan.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the employer's contribution for each HAME employee towards the cost of his or her enrollment, including the enrollment of family members, in a health benefits plan shall not exceed \$215 per month in 1999 and \$226 per month in 2000.

BE IT FURTHER RESOLVED that the employer's contribution for each HAME annuitant towards the cost of his or her enrollment, including the enrollment of family members, in a health benefits plan shall not exceed \$215 per month in 1999 and \$226 per month in 2000.

BE IT FURTHER RESOLVED that the employer contribution referred to hereinabove shall become effective on January 1, 1999.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 1999

ADOPTED BY THE FOLLOWING VOTE:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward